

RINGGOLD COUNTY

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LABORSHED ANALYSIS

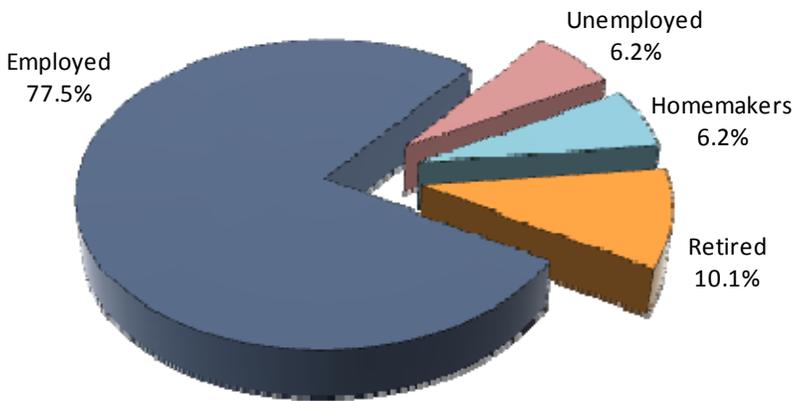
A Study in Workforce Characteristics
Released November 2011



Laborshed Studies

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. To determine the approximate boundaries of the Ringgold County Laborshed area, local employers supplied the ZIP code listings of where each of their employees reside. This Laborshed analysis addresses underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked, and distance willing to commute to work. *See contact information on back.*

Employment Status



Total Potential Labor Force: 17,594 (entire Laborshed Area)

Estimated Number of Individuals Very Likely or Somewhat Likely to Change or Accept Employment (2,727)

- 2,205 Employed
- 156 Unemployed
- 147 Homemakers, Not Employed
- 219 Retired

Underemployment

The underemployed are composed of individuals who are working fewer than 35 hours per week but desire more hours; who are working at wages equal to or less than the national poverty level; and/or who are working in positions that do not meet their skill or education levels, or worked for higher wages at previous employment.

- 2.0% Inadequate hours (44 people)
- 3.5% Mismatch of skills (77 people)
- 2.2% Low income (49 people)
- 6.7% Total estimated underemployment (148 people)

Individuals may be underemployed for more than one reason, but are counted only once for total estimated underemployment.

Industrial Classification of the Employed

Industry	% of Laborshed	# of Employed	% Employed	% Willing to Change Employment	% Unemployed
Education	17.0%	2,318	68.1%	12.2%	2.8%
Healthcare & Social Services	15.6%	2,127	77.6%	20.0%	8.6%
Wholesale & Retail Trade	14.9%	2,032	78.2%	34.9%	7.3%
Agriculture	9.0%	1,227	86.7%	11.5%	6.7%
Public Administration & Government	9.0%	1,227	86.7%	23.1%	3.3%
Manufacturing	8.3%	1,132	72.7%	41.7%	9.1%
Transportation, Communication, & Utilities	7.3%	995	72.4%	4.8%	10.3%
Personal Services	6.2%	845	78.3%	22.2%	4.3%
Professional Services	4.8%	654	87.5%	28.6%	*
Construction	4.2%	573	85.7%	8.3%	7.1%
Finance, Insurance, & Real Estate	3.1%	423	81.8%	22.2%	*
Entertainment & Recreation	0.6%	82	*	*	*

** Insufficient survey data/refused*

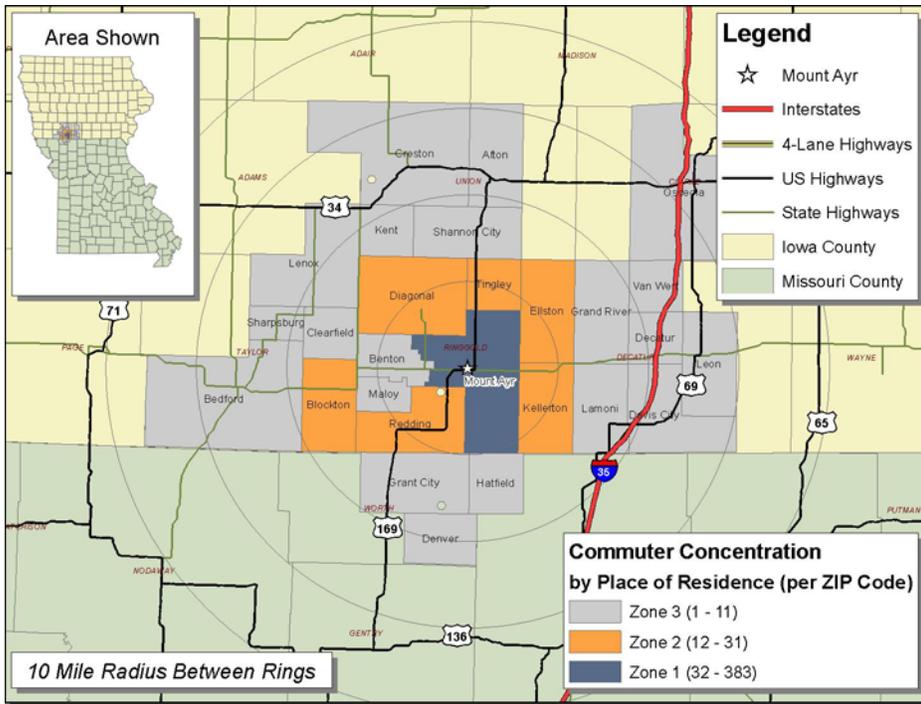
Survey respondents from the Ringgold County Laborshed area were asked to identify the industry in which they are currently working. The largest concentration of workers are employed in the education industry.

Quick Facts

(Employed - willing to change employment)

- 21.1% are working multiple jobs
- Currently working an average of 42 hours per week
- Average age is 47 years old
- 27.1% currently working within the professional, paraprofessional, & technical occupational category followed by 18.6% within both the clerical and production, construction, & material handling occupational categories
- Most frequently identified job search sources:
 - Local/Regional newspapers
Creston News Advertiser
Mount Ayr Record-News
The Des Moines Register
 - Internet
www.iowaworkforce.org
www.indeed.com
www.monster.com
 - Local Iowa Workforce Development Centers
 - Networking through friends, family, and acquaintances

Ringgold County Laborshed Area



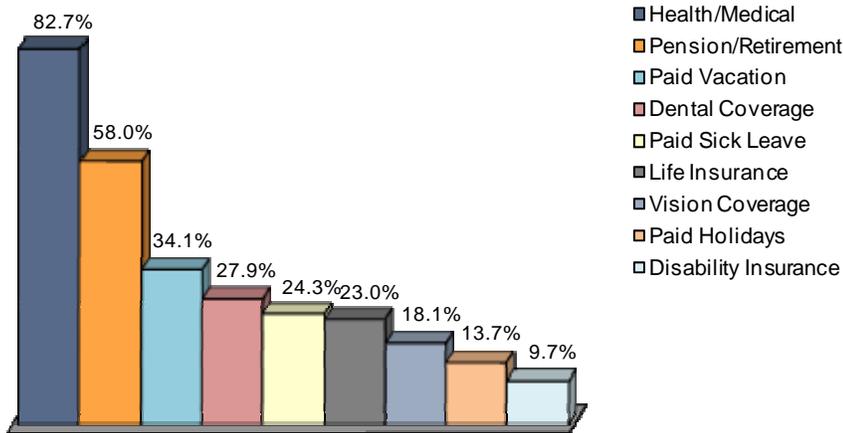
Commuting Statistics

The map at the left represents commuting patterns into Mount Ayr with the concentration per ZIP code represented in the legend.

Those who are willing to change/accept employment in the Ringgold County Laborshed area are willing to commute an average of 25 miles one way for employment opportunities.



Benefits Currently Offered



The survey provides the respondents an opportunity to identify employment benefits they currently are offered. The chart at left provides the percentage of responses from those that are currently employed. The top nine benefits are shown.

The majority (71.2%) of respondents state they are currently sharing the cost of health/medical insurance premiums with their employer. However, 22.3 percent indicate their employer pays the entire cost of insurance premiums.

Education and Median Wage Characteristics by Industry

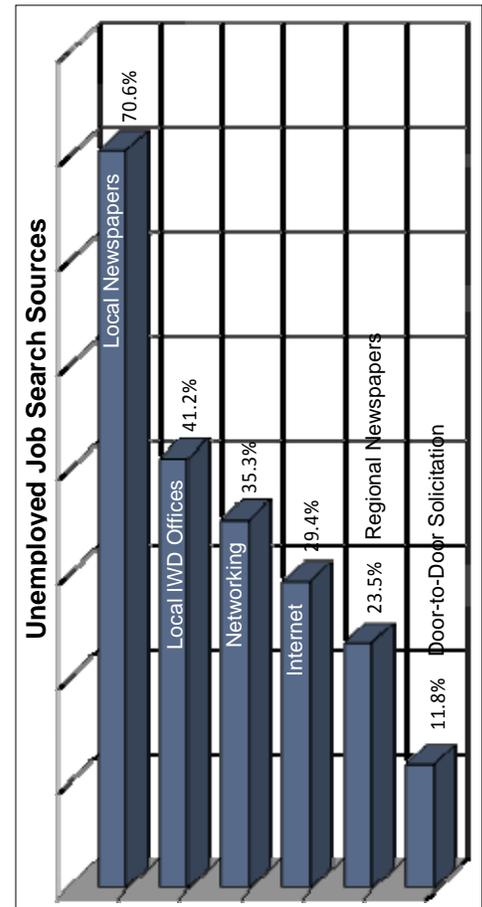
Industry	Education			Median Wages	
	Some Level Beyond High School	Associate Degree	Undergraduate Degree or Higher	Salary Wages (per year)	Non-Salary Wages (per hour)
Agriculture	63.3%	20.0%	23.4%	\$30,000	*
Construction	42.9%	*	21.4%	*	\$12.00
Manufacturing	48.5%	9.1%	12.1%	*	\$13.00
Transportation, Communication, & Utilities	75.9%	17.2%	20.7%	\$53,500	\$22.00
Wholesale & Retail Trade	58.2%	12.7%	27.3%	\$40,000	\$8.90
Finance, Insurance, & Real Estate	81.8%	*	54.6%	*	\$12.00
Healthcare & Social Services	79.3%	25.9%	39.6%	\$45,000	\$15.40
Personal Services	56.5%	8.7%	21.7%	\$40,000	\$12.00
Entertainment & Recreation	*	*	*	*	*
Professional Services	68.7%	18.8%	31.3%	\$30,500	\$11.00
Public Administration & Government	76.7%	13.3%	36.7%	\$46,000	\$18.00
Education	95.8%	1.4%	84.6%	\$45,000	\$11.00

This table includes all respondents without consideration of employment status or willingness to change/enter employment.

**Insufficient survey data/refused*

Unemployed - Those Willing to Enter/Re-enter Employment

- An estimated 156 unemployed individuals are willing to accept employment
- Average age is 48 years old
- 52.9% are female; 47.1% are male
- Education:
 - 58.8% have an education beyond high school
 - 5.9% are trade certified
 - 17.6% have an undergraduate degree
 - 11.8% have a postgraduate/professional degree
- Estimated wage range to attract the upper 66-75% qualified hourly wage applicants is \$10.60 to \$13.25/hr. with a median of the lowest wage of \$8.00
- Willing to commute an average of 22 miles one way for the right opportunity
- 94.1% expressed interest in seasonal and 82.4% in temporary employment opportunities
- 58.8% expressed interest in working varied shifts (2nd, 3rd & split)
- Would prefer to enter employment that offers the following benefits:
 - Health/medical insurance - 93.8%
 - Paid vacation - 50.0%
 - Dental coverage - 31.3%
 - Vision coverage - 31.3%
 - Pension/retirement options - 25.0%
 - Life insurance - 18.8%
 - Disability insurance - 12.5%
 - Paid holidays - 12.5%
 - Prescription drug coverage - 12.5%
 - Paid sick leave - 6.3%
- 66.7% indicated they are seeking employment offers where the employer/employee share the cost of medical insurance premiums.



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For more information regarding the Ringgold County Laborshed Analysis, contact:

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